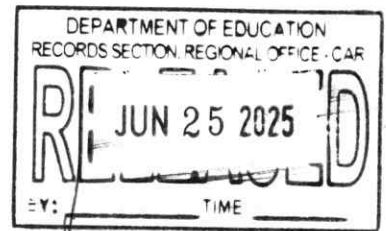




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



23 June 2025

REGIONAL MEMORANDUM

No. **441.2025**

**UPDATE ON THE CONDUCT OF SCHOOL HEADS DEVELOPMENT PROGRAM
ADVANCE COURSE "ELEVATING SCHOOL PERFORMANCE: ADVANCE
LEADERSHIP MANAGEMENT FOR SCHOOL LEADERS"**

To : Assistant Regional Director
Schools Division Superintendents
All others Concerned

1. Relative to Regional Memorandum No. 426 s. 2025, titled Participants to the Conduct of School Heads Development Program Advance Course "Elevating School Performance: Advance Leadership Management for School Leaders," this Office through the Human Resource Development Division (HRDD) informs the identified participants in this said activity that Opening Program will now be held on **July 29, 2025**, instead of June 30, 2025.
2. All other provisions in RM 426 s. 2025 shall remain in place.
3. Attached is a copy of the Advisory for your reference.
4. For further queries and/or clarifications, please contact Rosita C. Agnasi, OIC-HRDD through email address at car.hrdd@deped.gov.ph.
5. Immediate dissemination of and compliance with this Memorandum is enjoined.

Digitally signed by ESTELA P.
LEON-CARIÑO EdD, CESO III
Date: 2025.06.24 16:29:32 +08'00'

ESTELA P. LEON-CARIÑO EdD, CESO III
Director IV/Regional Director

Hrdd/RCA/IAL



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DepEd Tawo Cordillera

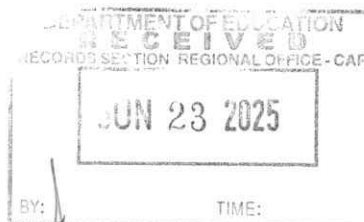
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Department of Education

OFFICE OF THE ASSISTANT SECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT
NATIONAL EDUCATORS ACADEMY OF THE PHILIPPINES



June 20, 2025

ADVISORY

This refers to Memorandum DM-OUHROD-2025-1515, titled **Conduct of the School Heads Development Program Advanced Course "Elevating School Performance Advanced Leadership and Management for School Leaders."**

In line with this, the **travel expenses of Resource Persons** and PMT members from the regions will be charged to the **HRD/HRTD Funds** or other **Local Funds** of the Regional Offices (ROs), School Division Offices (SDOs), or schools subject to the usual accounting and auditing rules and regulations.

Please be informed that the Opening Program will now be held on **June 29, 2025, at 3:00 p.m.**, instead of June 30, 2025, at **NEAP Baguio**. Venue arrangements and logistical matters will be facilitated on-site.

All participants are advised to arrive at the venue by **12:00 noon on June 29, 2025**, and check out by **1:00 p.m. on July 4, 2025**. Strict adherence to this schedule is requested.

Please see the attached List of Updated Resource Persons for Batches 1 and 2 and NEAP Program Management Team (Enclosure 1), Number of Allocated RO/SDO PMT per Activity (Enclosure 2), corrected Indicative Program of Activities (Enclosure 3), and the Meal Schedule (Enclosure 4) for reference.

For further information, please coordinate with **Ms. Ailene F. Duterte**, Senior Education Program Specialist of NEAP, through email at neap.pdd@deped.gov.ph or landline at (02) 8715-9919.

For immediate dissemination and appropriate action.

Carmela C. Oracion
CARMELA C. ORACION

Assistant Secretary

Human Resource and Organizational Development
(National Educators Academy of the Philippines)



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Doc. Ref. Code	PAWIM-F-026	Rev	00
Effectivity	09.20.21	Page	1 of 1





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Enclosure 1- List of Resource Persons for Batches 1 and 2 and NEAP Program Management Team

No.	Name	Position	Station
Resource Persons			
1	Christian Giron	Principal I	SDO Ilocos Sur, Region I
2	Ma. Criselda G. Ochang	ASDS	SDO Urdaneta City, Region I
3	Adonis Ceperez	OIC-ASDS	SDO Nueva Vizcaya, Region II
4	Rosalie Cabarios	Principal III	SDO Tarlac City, Region III
5	Mauricio Angeles	PSDS	SDO Nueva Ecija, Region III
6	Roderick Tadeo	Principal IV	SDO Olongapo City, Region III
7	Melanie An Carandang	Principal II	SDO Lipa City, Region IV-A
8	Luz Osmena	CES	QAD, Region IV-A
9	Lorna Medrano	CES	SDO Lipa City, Region IV-A
10	Evelyn P. Navia	Principal IV	SDO Laguna Region IV-A
11	Irene Dayandante	PSDS	SDO Camarines Sur, Region V
12	Joy Cabrera	ASDS	SDO Masbate City, Region V
13	Elnor Luna	Principal I	SDO Aklan, Region VI
14	Roshen Batan	Principal II	SDO Roxas City, Region VI
15	Sarah Ganancial	Principal IV	SDO Guimaras, Region VI
16	Samuel Malayo	ASDS	SDO Roxas City, Region VI
17	Roger Z. Rochar	ASDS	SDO Victorias City, NIR
18	Aura O. Agular	Principal III	SDO Southern Leyte, Region VIII
19	Diana Flor D. Eco	Principal III	SDO Northern Samar, Region VIII
20	Lyna Basri	Principal IV	SDO Isabela City, Region IX
21	Jeryl Casilao	Principal IV	SDO Pagadian City, Region IX



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22	Raymond Salvador	ASDS	SDO Zamboanga City, Region IX
23	Enerio Ebisa	CES	HRDD, Region X
24	Jurgenne Dicdican	Principal III	SDO Agusan del Sur, CARAGA
25	Rexan Bolotaolo	Principal IV	SDO Agusan del Norte, CARAGA
26	Renato Felipe Jr.	PSDS	SDO Manila City, NCR
27	Lilibeth Gozo	Principal IV	SDO Valenzuela City, NCR
28	Filmore Caballero	CES	SDO Valenzuela City, NCR
29	Felicia Yeban	Faculty	Philippine Normal University
30	Gilbert Arrieta	Faculty	Philippine Normal University
NEAP Program Management Team			
31	Marife T. Morcilla	PDO V	NEAP- PDD
32	Alexander T. Simagala	PDO IV	
33	Ailene F. Duterte	SEPS	
34	Dustin Troy R. Joson	SEPS	
35	Hanifa T. Hadji Abas	EPS II	
36	Jufael P. Pulvosa	PDO II	
37	Chelsea Sagun	TA II	
38	Bradley Aniñon	TA II	



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Enclosure 2- Number of Allocated Participants and RO/SDO PMT per Activity

Region	Elevating School Performance: Advanced Leadership and Management for School Leaders (Batch 1)		Elevating School Performance: Advanced Leadership and Management for School Leaders (Batch 2)	
	PMT Member (RO/SDO Program Focal)	Principal IV/ Principal II-III highly potential to be P4	PMT Member (RO/SDO Program Focal)	Principal IV/ Principal II-III highly potential to be P4
NCR	1	15		15
CAR	1	15		15
I	1	15		15
II	1	15		15
III	1	15		15
IV-A	1	15		15
IV-B		15	1	15
V		15	1	15
VI		15	1	15
NIR		15	1	15
VII		15	1	15
VIII		15	1	15
IX		15		15
X		15		15
XI		15		15
XII		15		15
CARAGA		15		15
TOTAL	6	255	6	255



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Enclosure 3- Indicative Program of Activities and Training Details

A. Program Matrix

**“Elevating School Performance: Advanced Leadership and Management
Course for Career Stage 4 School Heads”**

BATCH 1 | June 30- July 4, 2025

BATCH 2 | August 25-29, 2025

NEAP Baguio City

Time	Activity
June 29, 2025 - Day 0	
1:00 - 3:00 PM	Arrival of Participants at the Venue
3:00 - 5:00 PM	Opening Program
6:00 - 8:00 PM	Dinner
June 30, 2025 - Day 1	
7:30 - 8:30 AM	Preliminaries and Pretest
8:30 - 10:00 AM	Session 1: Strategic School Leadership: Weaving Meaning and Purpose
10:00 - 10:15 AM	Health Break
10:15 - 12:00 PM	Session 2: Reflective Practice: Strengthening School Planning, Implementation, and Monitoring Through Data-Driven Leadership
12:00 - 1:00 PM	Lunch Break
1:00 - 3:00 PM	Session 3: Leading with Evidence: Advancing Research-Driven Innovation and Strategic Program Implementation
3:00 - 3:15 PM	Health Break
3:15 - 4:15 PM	Session 4: From Echo to Equity: Institutionalizing Learner Voice in Strategic Leadership
4:15 - 4:30 PM	Reminders and End-of-Day Evaluation
July 1, 2025 - Day 2	
8:00 - 8:30 AM	Preliminaries



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8:30 – 10:00 AM	Session 5: Transforming Data into Impact: Leading Excellence in School Records Management
10:00 – 10:15 AM	Health Break
10:15 – 12:00 PM	Session 6: Financial Stewardship for Strategic Impact: Leading with Integrity and Innovation
12:00 – 1:00 PM	Lunch Break
1:00 – 2:30 PM	Session 7: Beyond Compliance: Innovating School Facilities and Safety for Resilience and Excellence
2:30 – 3:00 PM	Session 8: Empowering Human Capital: Advanced Leadership in Staff Management and Navigating Emerging Challenges
3:00 – 3:15 PM	Health Break
3:15 – 4:15 PM	Continuation of Session 8
4:15 – 4:30 PM	Reminders and End-of-Day Evaluation
July 2, 2025 - Day 3	
8:00 – 8:30 AM	Preliminaries
8:30 – 10:00 AM	Session 9: Leading Innovative Curriculum and Career Pathways: Strategizing Contextualization and Opportunities for Learners
10:00 – 10:15 AM	Health Break
10:15 – 11:15 AM	Continuation of Session 9
11:15 – 12:00 PM	Session 10: Leading with Excellence: Strengthening Teaching Through Feedback and Mentorship
12:00 – 1:00 PM	Lunch Break
1:00 – 2:15 PM	Continuation of Session 10
2:15 – 3:00 PM	Session 11: Leading with Fostering Accountability and Innovation in Learning
3:00 – 3:15 PM	Health Break
3:15 – 4:30 PM	Continuation of Session 11



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4:30- 4:45 PM	Reminders and End-of-Day Evaluation
July 3, 2025 - Day 4	
8:00 - 8:30 AM	Preliminaries
8:30 – 10:00 AM	Session 12: Systems Leadership for Safe, Inclusive, and Supportive Learning Environments and Discipline Frameworks
10:00 - 10:15 AM	Health Break
10:15 - 12:00 PM	Session 13: Leadership Excellence in High Standards of Practice
12:00 - 1:00 PM	Lunch Break
1:00 - 2:30 PM	Session 14: Exemplary Leadership and Professional Development Initiatives
2:30 - 3:00 PM	Session 15: Unwavering Commitment to the Welfare of the School Community
3:00 - 3:15 PM	Health Break
3:15 - 4:15 PM	Continuation of Session 15
4:15 - 4:30 PM	Reminders and End-of-Day Evaluation
July 4, 2025 - Day 5	
8:00 - 8:30 AM	Preliminaries
8:30 – 10:00 AM	Session 16: Excelling in the Management of Diverse Relationships and School Organizations
10:00 - 10:15 AM	Health Break
10:15 - 12:00 PM	Session 17: Exemplified Practices in Managing Inclusivity in Schools
12:00 - 1:00 PM	Lunch Break
1:00 - 2:30 PM	Session 18: Fostering Best Practices in Community Engagement
2:30 - 3:00 PM	Posttest
3:00 - 4:00 PM	End-of-Day Evaluation and Closing Program



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Enclosure 4- Meal Provision and Accommodation Details

BATCH 1 | June 30 – July 4, 2025

Provisions	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5
	Sun	Mon	Tue	Wed	Thu	Fri
Breakfast		✓	✓	✓	✓	✓
AM Snack		✓	✓	✓	✓	✓
Lunch		✓	✓	✓	✓	✓
PM Snack		✓	✓	✓	✓	✓
Dinner	✓	✓	✓	✓	✓	
Room	✓	✓	✓	✓	✓	

Check-in: Day 0 - 12:00 nn

Check-out: Day 5 – 2:00 p.m.